# REVIEW & UPDATE OF CAREER FRAMEWORK for SPECIALIST NURSING ROLES

## TERMS OF REFERENCE

### Introduction

In the project to implement the Nursing & Midwifery Council's (NMC) post registration standards for Specialist Community Public Health Nursing (SCPHN) and Community Nursing Specialist Practice Qualifications (CNSPQs) one of the objectives was to update the Department of Health's (DoH) Career Framework for Specialist Nurses[1] to reflect the new NMC post-registration standards and proficiencies.

The *Career Framework for Specialist Nursing Roles* was originally published in 2018 and comprised core competencies and education requirements for all specialist nursing roles. The Career Framework was also accompanied by a regionally agreed core job description (JD) for all specialist nurse roles. The Project Steering Group agreed that the Career Framework should be updated following the NMC approval of the SCPHN and CNSPQ education programmes. In addition, as NMC had promoted the SCPHN and CNSPQs as a stepping stone to Advanced Practice the Chief Nursing Officer (CNO) endorsed that, in Northern Ireland, non-Community Nursing Specialist Practice Qualification programmes should also be aligned with the new NMC post-registration standards and proficiencies (2022)[2].

### Aim

To develop a revised Career Framework to reflect the new NMC standards and proficiencies for post-registration programmes for specialist nurses[3].

### Objectives

- Review the *Career Framework* (DoH 2018) and identify the updates required to reflect the new NMC post-registration standards and proficiencies and align with the NI model within Advanced Nursing Practice (DoH, 2023)[4].
- Engage with a range of stakeholders including Specialist Nurses, people who use services and service providers to update the *Career Framework.*
- Share the updates with key stakeholders and seek feedback to finalise the Framework.
- Review the regionally agreed core job description.
- Submit to CNO for approval and sign off.

[1] NIPEC (2018) *Career Framework for Specialist Nursing Roles: supporting specialist nursing in health and social care.* Belfast: NIPEC.
[2] Standards for post-registration programmes - The Nursing and Midwifery Council
[3] The revised Career Framework will apply to those NMC registrants employed in specialist nursing roles with the following qualifications: SCPHN, community nursing SPQ and non-community nursing SPQ.
[4] doh-nipec-anp.pdf

## Methodology

To progress the review and develop a revised Career Framework for Specialist Nursing roles, NIPEC will establish a Task and Finish Group comprising members from the NIPEC Post-Registration Standards Steering Group see Appendix 1. Proposed Membership.

Through engagement with key stakeholders, NIPEC will compile a draft revised career framework based on the new standards/proficiencies from the NMC 2022 Post-Registration Standards and Proficiencies and include non-community nursing SPQs. The *Career Framework* will also be updated to align with the regional 'Model to Advanced Nursing Practice' (DoH, 2023). Engagement activities will be used to review the Career Framework and propose amendments for consideration with the members of the Task and Finish Group. Engagement activities will be held with specialist nurses, SCPHN and SPQ students (community and non-community nursing), and people who use/provide services. All suggestions and feedback will be considered with the Task and Finish Group before the Framework is finalised. The final Career Framework will be presented to the Executive Directors of Nursing for agreement, prior to submission to the Chief Nursing Officer for final sign off.

## Timescale

The project will be commenced in November 2024 and aims to have an initial draft of the revised career framework by March 2025. In order to facilitate wide engagement, a number of events will be held with the relevant specialist nurses, SCPHN and SPQ students and people who use/provide services.

## Equality Screening

An equality screening template will be completed for the project in line with NIPEC's policy.

**APPENDIX 1**

## Proposed Membership of Task and Finish Group

| Name | Job Role | Organisation/Group Represented |
|---|---|---|
| Prof. Owen Barr | Academic Co-Chair | Ulster University |
| Paula Forrest | Trust Co-Chair | BHSCT |
| Daphne Martin | Non-Community SPQ | Queen's University Belfast |
| Dr Gary Mitchell | Director Post-Graduate Education | |
| Patricia Cosgrove | Workforce Nursing Officer | Department of Health |
| Sonia Glendinning | Public Health Nursing Officer | |
| Janice Reid | Programme Director Specialist Practice | Ulster University |
| Wendy Mallon | Programme Director Specialist Community Public Health Nursing | |
| Brian McEnteggart | Programme Director Non-Community Specialist Practice | |
| Carly Thompson | Trust PEC | NHSCT |
| | *Trust Lead Public Health* | |
| Pamela McBride | Health Visiting | NHSCT |
| Margaret Bunting | School Nursing | SHSCT |
| Elaine Smyth | Occupational Health | SEHSCT |
| | *Trust Lead Community Nursing* | |
| Anne McCaffrey/Lynne Vercoe-Rogers | Children's | BHSCT<br>NHSCT |
| Marion Orr | District Nursing | NHSCT |
| Siobhan Donald | General Practice | PHA |
| Ciara Hughes/ Rachel Cunningham | Learning Disabilities | SHSCT<br>WHSCT |
| Lisa Riddel | Mental Health | WHSCT |
| | *Trust Lead Non-Community Nursing* | |
| Marie Hannaway<br>Debbie McKelvey | Cancer | BHSCT |
| Mairead McClintock | Diabetes | WHSCT |
| Karalyn Browne | Respiratory | BHSCT |

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|---|---|---|
| Jenny Nicholson | Emergency Care | SEHSCT |
| Rebecca Thompson<br>Katie Johnston<br><br>Emma Gill<br>Suzy McNaul | Community Nursing Programme Students | QUB<br>QUB<br><br>UU<br>UU |
| Siobhan Donald | Career Pathway Lead | PHA |
| Elaine Robinson | Post-Registration Standards | NMC |
| Karen Bowes<br><br>Ethel Rodrigues/Janet Taylor | RCN<br><br>Unite | Trade Unions |
| Lorraine McCurdy | HR Business Partner | SEHSCT |
| <br>Karen Gordon/Sadie Campbell/ Andrea Beeks<br><br>Anne Marie Marley<br><br>Tanya Zuliani<br><br>Maureen Roberts | *Consultant Nurses*<br>Community Nursing<br><br>Non-Community Nursing<br><br>Public Health<br><br>Learning Disabilities | <br>SEHSCT/NHSCT<br>SEHSCT<br><br>BHSCT<br><br>BHSCT<br><br>SHSCT |
| Ursula Murray | Service Manager | PCC |
| Fiona Bradley | Project Lead Implementation of Post-Registration Standards | NIPEC |
| Dr Carole McKenna | Senior Professional Officer Project Lead Advanced Practice Framework & Consultant Nurse & Consultant Midwife Professional Guidance | NIPEC |
| Dr Patricia McNeilly | Professional Officer Project Manager Career Framework Specialist Nursing | NIPEC |
| Cathy McCusker | Project Lead Career Framework Specialist Nursing | NIPEC |
| Frances McNicholl | Project Administration Officer | NIPEC |